



**Department of Human Resources
Agency of Administration**

GRANDFATHERED HEALTH PLAN NOTIFICATION

The State Employees' Health Plan believes our group health plan is a "grandfathered health plan" under the Patient Protection and Affordable Care Act (the Affordable Care Act), enacted on March 23, 2010. As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted.

Being a grandfathered health plan means that your plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits and extension of coverage for dependents up to age 26.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator. Please contact the Employee Benefits Unit for State of Vermont employees at **(802) 828-0648 or (802) 828-3455** with any questions about the plan's grandfathered status or visit our website at www.humanresources.vermont.gov/benefits. You may also contact the U.S. Department of Health and Human Services at www.healthreform.gov.

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